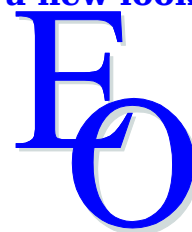




# Equal Opportunity News



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**It's not just another program....It's a way**

**of life!**

**Volume 03-08 EEO assistance line 596-0662 EO assistance line 596-0662 Mar 2008**

## Civilian EEO information

**Dear Miss Millie,**

If most supervisors/managers know they didn't do anything wrong, why do some of them get so upset when one of their employees file an EEO complaint? Some supervisors tend to lash out those employees in ways that can cause even more trouble for themselves and the Army. Should these supervisors/managers ever discuss those EEO issues with employees during meetings about performance issues?

**Sincerely, Feeling Reprised**



**Dear Reprised,**

It's only natural that an EEO complaint filed by a subordinate would weigh on a supervisor's mind. The supervisor might truly be confused as to why the complaint was filed. Or the supervisor might mistakenly believe that it's permissible to try to talk an employee out of pursuing the complaint. Whatever the motive, giving in to the urge to bring up an EEO complaint during a discussion of the employee's performance can give the impression that the agency's assessment of the employee is influenced by EEO activity. Because this might deter a reasonable employee from engaging in EEO activity, it could constitute unlawful retaliation.

Minardi v. Department of Homeland Security, (EEOC OFO 2007)

Caros v. Department of Homeland Security, EEOC No. 07A30094 (EEOC OFO 2004)

**Sincerely,**

**Ms. Millie**

## Military EO information

### The First Sergeant role with EO

The Unit 1SG serves as the eyes and ears of the commander, the 1SG has the following EO duties and responsibilities:

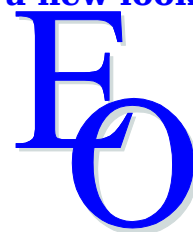
- ✓ Ensure that all unit Soldiers get EO training. (Members of the chain of command or supervisors lead EO sessions or are present to answer questions).
  - ✓ Ensure that EO policies are publicized and enforced.
  - ✓ Actively seeks to identify discriminatory practices early on, and start actions to remove the contributing factors.
  - ✓ Counsel subordinates on EO roles and responsibilities, ensure that unit personnel are aware of complaint processing procedures. Additionally, advise the EOR on duties and responsibilities of EO training and complaint processing.
  - ✓ Assist other agencies that can help in resolving complaints (I.E, Housing, IG, SJA, etc.)
  - ✓ Ensure that complaints are quickly processed per AR 600-20 when allegations of discrimination or sexual harassment are made.
  - ✓ Help the EOA as required.
  - ✓ Ensure that effective EO training is conducted.
  - **Be a positive role model in EO matters.**
- The EO duties of platoon, squad, and team- or section-level leaders are like those of the first sergeant, but with a narrower scope.
- **BLUF:** Know your soldiers, and treat them with the same **Respect & Dignity you expect.**

**C02 Word of the Month: Kindness**

Information reference: DA PAM 350-20, more information about EO can be obtained by visiting the FLW EO website



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**March 2008**

## **Women's History Month :** 3<sup>rd</sup>

Chemical Bde, has began planning for Women's History month activities. International Working Women's Power Luncheon is scheduled for **5 March 1100-1300 @ AMCC**. Cost: \$7.95 tickets will be sold at the door. More details about this and other events can be obtained by calling SFC Wells at 6-3497

## **May 2008: Community Diversity Walk!!**

### **Mission:**

Conduct a Community Diversity Walk which unites all service members and local citizens; with a culminating celebratory event highlighting Asian Pacific Islander heritage month.

### **Intent:**

Foster a greater appreciation for people with diverse backgrounds by hosting a diversity walk for the military and civilian community.

### **Concept of the operation:**

Our Commanding General's vision is to conduct a Community Diversity Walk incorporating the FLW and local communities starting at the MANSCEN plaza, and ending at the Waynesville Community Park. By providing an opportunity for all local restaurants and businesses to participate by coming together to demonstrate the diversity of our great communities. We envision vendors and restaurants providing booths for diversity sampling, along with local entertainment. Furthermore, local schools and churches to provide choirs, band support and other types of entertainment. Additionally, we invite local city service organizations to assist and participate in this community event. This event will embrace the diversity of all racial and

## EO Training

**POSH Training :** New arrivals to FLW will conduct combined POSH & SAPR training at Building 470, Room 2224 every FRIDAY (except training holidays)



**PVT-SSG 0800-0900**

**SFC and Above 0900-1000**

**All ranks SAPR 1000-1130**

All new arrivals must attend training within 30 days after arrival. The prevention of sexual harassment is a commander's responsibility. The EOA plays a pivotal role by assisting the commander with policy awareness,

training, command climate assessments,

complaints processing and overall advisory assistance concerning the

prevention of sexual harassment.

**EOLC:** EOLC has recently undergone changes to material and delivery. It is highly encouraged to contact the FLW EO (573) 596-0601/ DSN 581-0601 team and your unit S-3 for details. Students are required to submit training application, and download course materials prior to day one.

**Q:** Who can attend this training?

**A:** All service members in the rank of SGT(P) to 1LT, and DoD Civilians. Service members must have one year retainability. (Marines, Navy, USAF, Coast Guard) are welcome to attend

**Q:** Why is this course important?

**A:** This course is designed to address areas which directly relate to organizational development, communication, diversity, conflict resolution, the prevention of discriminatory practices, etc.

**Q:** Where can I get more information about this course?